



## Ohio Administrative Code

### Rule 3357:12-3-03 Exempt and non-exempt personnel definition.

Effective: [March 18, 2015](#)

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(A) The Fair Labor Standards Act requires overtime payment for hours worked in excess of forty hours per week. The Fair Labor Standards Act identifies two classes of employees: exempt and non-exempt.

(B) Exempt and non-exempt status determines overtime eligibility. See section 300.20 overtime and services performed of the 2005 employee handbook.

(C) Each job description is reviewed and determined exempt or non-exempt according to the guidelines of the Fair Labor Standards Act 2004.

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